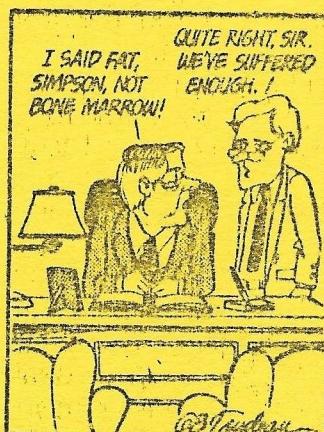
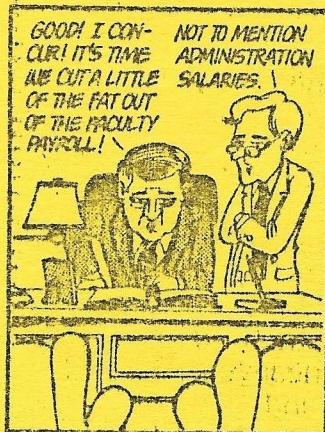
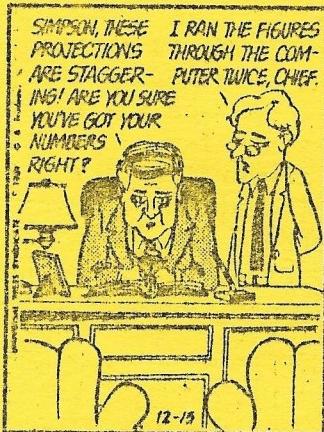


FSA NEWSLETTER

DOONESBURY



JANUARY-FEBRUARY

1982

THE GENERAL MEETING

About 100 persons were present. The meeting discussed the fact that salary comparisons show our staff salaries have fallen far behind comparable jobs and institutions. Faculty, though still not at the median, are closer to it than staff. Executive suggested that one of the negotiating priorities this year should be a catch-up percentage for staff. A mail ballot will be taken when the total picture of salary negotiations becomes clear.

Educational Leave Fund clauses were ratified; so was the change in Dental Plan contributions. The interpretation of existing lay-off clauses was discussed as was a possible new alternative to lay-off. This has since been checked with our lawyer, who loved it. I our vagueness infuriates you, that is because the idea is still under wraps - you should have been at the meeting. If we are going to pursue this new notion, you will be given a ballot in due course.

A Committee was struck to examine benefits; see Betty Harris if you have contributions to make. Alan Cameron report on the Technological Change Subcommittee and Jocelyn Creigh on Lay-off clauses. If you have ideas about these areas of the contract, send them to these people. Otherwise contact Roberta Paton, Contract Chair.

NOTES FROM EXECUTIVE

Doug Hudson has resigned as CIEA representative. Reaction to CIEA is still mixed. It does seem to be providing good backup material for negotiations when we ask for it. The question of how strong and effective the leadership of CIEA is on the provincial level is unanswered. There are problems getting such a scattered

group to represent a strong position. However it is, and will likely remain, the only provincial group to speak for college faculty. CIEA is developing a provincial media campaign to fight off drastic cut-backs in funding. Ice storms kept our representative away from the first meeting; Doug McDowell will be attending future meetings of CIEA Executive.

FSA Executive, in cooperation with student groups, has approved in principle a local media campaign. Form letters in the local papers to the area MLAs are part of the plan. Approval depends upon wording of the letters and the organization behind the letters. A poor public response would be worse than no campaign at all.

The FSA request for an internal (no outside experts) review of the classification scheme by staff and administration and possible revision of the scheme was discussed at the last Labour-Management Committee meeting. The management response was guarded but optimistic. The request will be talked up at their next meeting.

Executive has been receiving proposals for negotiations from several staff areas related to PD time, holidays, and wage scales. These people are receiving a more detailed reply from Executive, but the gist of it is that most of the proposals should await the outcome of a classification scheme review. With the time pressures upon us it seemed ill-advised to tinker with separate parts of the staff component. Executive felt the wisest course was to see if the classification scheme could be made to accommodate these concerns.

The mail ballot on redistribution has not been forgotten. We are waiting for more detailed calculations. Expect the vote in March.

The need for a more efficient and tightly monitored mail balloting system has also been discussed. Expect some changes as we get towards and into negotiations. Executive now meets every two weeks. Because of the easier meeting schedule it is difficult to always post the agenda ahead of time. The times are: (1) Week 2, 3:00-4:30, Rm. 207, Chwk; (2) Week 4, 12:00-2:00, Rm. 501, Abby. The time slots may seem a little strange, but for the second term in a row management has drawn up

the meeting schedule with no time for Executive meetings.

The FSA is always trying to build a core of people with experience in areas useful to the Union. Ace Hollibaugh has been funded to attend Capilano Labour Studies courses on the Canadian Labour Code and BC Labour Code (this one begins in March). Ace will be writing articles and running workshops for shop stewards and interested parties. If you are interested in anything like this and would like some help from the union check with Doug McDowell.

Finally, expect a March general meeting. We will look at more detailed negotiations demands and get your reaction. We will also discuss lay-off clauses and ask for your opinion.

NOTES FROM THE PD COMMITTEE

Educational Leave Funding: While Educational Leave funds are scarce right now, there is one factor which may help some people who wish to take educational leave, and that is that any savings on replacement cost during a leave accrue to the ELF. Here are some examples (calculations are approximate):

1. Assume a staff person, Group 4, Step 4, on the salary scale, takes ten months' leave and is replaced by a person at Step 2 - the savings on replacement are \$1304 and this goes to the ELF.
2. Assume a faculty member at Step 10 takes four months' leave and is replaced by someone at Step 4 - the savings on replacement are \$2159 and this goes to the ELF.

While there are not sufficient funds available to fund educational leave the way we would like to (i.e., 100% of salary for short-term leave and 70% for long-term leave), at least the savings on replacement may help a bit. If you would like further information on this, please feel free to contact me.

PD Funding for Credit Courses: On page 12 of the PD Handbook, there is a guideline relating to PD funding for credit courses. It reads "Training which produces

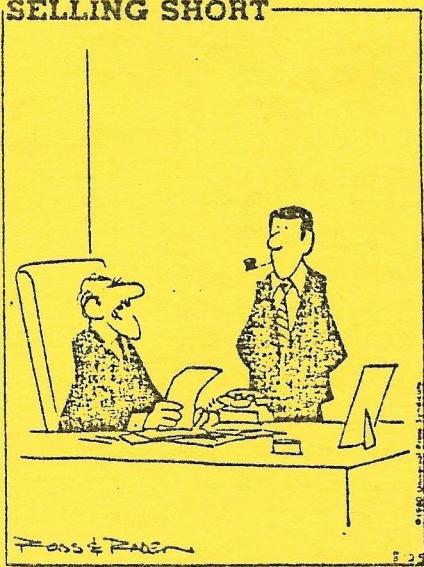
additional qualifications that are recognized as degrees, professional certificates, etc., are not in-service PD." This has led to the situation where a person could not take a credit course and get PD support (even if they had no intention of pursuing a degree, etc.), but could get funding if the course was audited instead. It was also felt that this ruling was not consistent with the intent of the collective agreement to assist employees to prepare for career advancement within the College. Thus this guideline has been replaced by the following guideline: "In-service PD funds will be available for individual courses taken for credit. Applicants are reminded that a series of courses which leads finally to a degree or professional certificate or a diploma which will result in increased pay in their present position is not to be funded entirely by Professional Development funds.

Travel to and from where the course is held is not PD."

If you are unclear about what this change means, please contact me.

Diane MacLean

SELLING SHORT



'We adjust everything for inflation except salaries.'

CONVERSATIONS WITH A LAWYER

In January I discussed a range of topics with the FSA lawyer, Leo McGrady. His reactions to our interpretation of the present lay-off article (18), the arguments for this interpretation, and a possible new form of lay-off were quite positive. Agreements Committee will be meeting to discuss the interpretation

of the present clause. You will hear more as things develop.

I also covered the question of involvement of union members below the director-level in lay-off recommendations. His advice was the same as before. Because of Section 7 of the BC Labour Code, we shall NOT make any recommendations which could result in lay-off of union members; however, we have a duty to provide information on the costs of the present ways of doing things. We should give complete costs of alternate ways of doing things which do not result in lay-off of regular employees. But we do not recommend what should be done. That is management's responsibility.

A related issue came up. As you may know, CAC is currently developing the proposed form and role of the Program Advisory Committee (PAC). One part of the proposed role is the recommendation of program deletion. Obviously, such recommendations would cause lay-offs of regular employees. Leo agreed that the union should not have official representation on such a committee, i.e., there should not be FSA representatives on the committee. He also agreed, less enthusiastically, that union members (that's you and me) could participate as representatives of different college areas who happened to belong to the union. This alternative is not particularly liked by him but it does mean that anyone involved in recommendations of program deletions through PAC is not acting as an agent of the union. He also pointed out that we have to be very careful to make sure that Executive members do not participate on this committee or any other which could make such recommendations outside the contract.

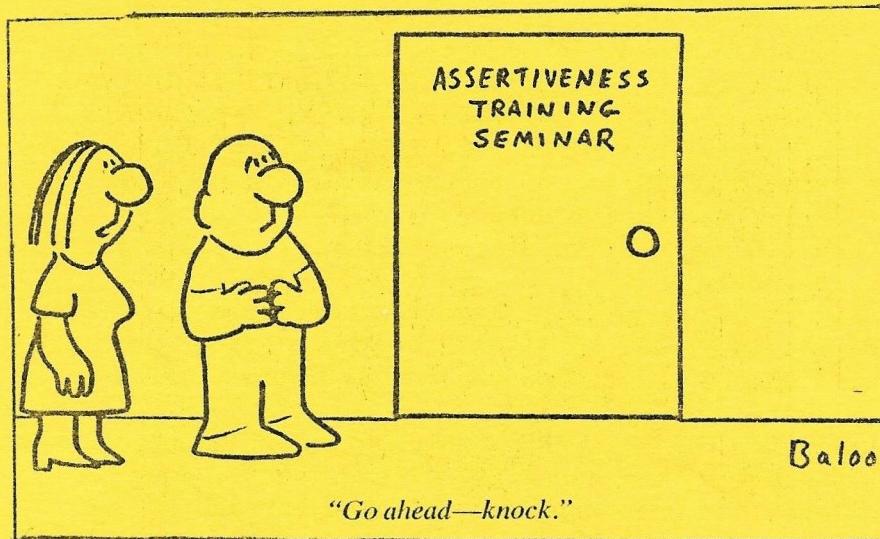
It seems that we have plenty of room to give management all the information they need without recommending or making the kinds of decisions they are responsible for. The major role of the FSA is to protect our members. This protection is based on the member's length of service with the College. We have a duty to do this as best we can given the fractured nature of the funding coming to the college (it comes from three separate and independent Councils and other smaller sources). Our approach to this is being handled through Agreements Committee.

Doug McDowell

"Wages Rise 15 pct."

Wage increases negotiated for workers in BC's private sector average 15.1 per cent in 1981, researchers of the Employers Council of BC reported.

They said settlements in the public sector averaged 14.8 per cent. The figures represent an increase from 11.3 per cent in the private sector and a reduction from 16.4 percent in the public sector compared with 1980.



NEWS FROM THE NEIGHBOURS

"Stats Reveal Most Popular Subject" by Andrew Buttar,
Comment Staff

What is the single most popular subject at Kwantlen College?

It isn't Fashion Design.

It isn't Business.

It isn't even Criminology.

Enrollment statistics submitted by the registrar to the Oct. 21 Kwantlen College board meeting indicate that - it's English!

There are 859 students enrolled in English courses at Kwantlen.

The top five also include: 722 students taking psychology courses; 519 students in art courses; 465 taking fashion courses; and 424 students attending accounting courses.

Of the present total of 3,598 students at Kwantlen College, 2054 are full-time, and 1544 are part-time.

Highest enrollment at Douglas is in business, nursing and the early childhood education programs this year. Overall enrollment is up about seven percent from 1980.

Douglas is looking forward to moving into its new permanent home at Royal and 8th in New West next fall.

A one-time, non-refundable fee of \$10 will be levied by Kwantlen College for new applications received on or after Feb. 1, 1982.

The \$10 will be due at the time of first application to the college.

Passed at the Oct. 21 Kwantlen College board meeting, the fee is an effort to deflect the costs of processing applications and reduce the number of non-serious applications.

Kwantlen Registrar Dick Balchen reported that nearly 50 percent of the applications received by Douglas College last year were not followed through by the applicants.

The fee actually covers about 50 percent of the cost of processing and application.

David Williams, head of student services, says the fee will cut down on non-serious students and reduce mountains of useless paperwork involved.